

## GOAL 1: Increase the AAPI community's access to federal funding.

### **Objective 1.1: Create a streamlined process to ensure that appropriate funding opportunities reach the AAPI community by 2012.**

Strategic Activity	Timeframe	Driver / Contact Info	Progress to Date	Performance Outcomes
1. Enhance strategies for broadcasting funding notices to the AAPI community.	Year 1	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	HUD currently broadcasts its funding notices on the HUD webpage, on program office webpages, in a manual entitled "Connecting with Communities: A User's Guide to HUD Programs and the Notice of Funding Availability (NOFA) Process" and on Grants.gov, which allows users to sign up for funding notification email alerts.	a. Enhanced outreach strategy for broadcasting funding notices to the AAPI community completed and underway
2. Monitor use of HUD programs for certain populations, including providing appropriate housing counseling and education.	Year 1	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	<p>The Department provided language in its recent Office of Sustainable Housing and Communities (OSHC) NOFA regarding housing counseling to stress the importance of bilingual counseling in terms of contract compliance, reporting and capacity building.</p> <p>HUD-approved Counseling Agencies have reported counseling and education activities (homeownership and rental housing) for 90,322 AAPI clients served to date for the FY10 timeframe - 10/1/2009 to 10/1/2010.</p>	<p>a. Strategy to increase and enhance housing and rental counseling/education activities completed and underway</p> <p>b. Number of AAPIs participating in housing and rental counseling/education activities increased</p>

### **Objective 1.2: Ensure that language is incorporated into funding competitions to encourage the inclusion of minority communities.**

Strategic Activity	Timeframe	Driver / Contact Info	Progress to Date	Performance Outcomes
1. Incorporate cultural criteria into funding competition language.	Years 1-2	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	The NOFA for HUD's Fiscal Year 2010 Sustainable Communities Regional Planning Grant Program (Docket No. FR-5396-N-03) demonstrates unprecedented support for funding requests that "engage residents and stakeholders substantively and meaningfully in the development of the shared vision and its implementation early and throughout the process, including communities traditionally marginalized from such processes, while accommodating limited English speakers, persons with disabilities, and the elderly."	<p>a. Model language drafted (See, e.g., HUD's Notice of Funding for Sustainable Communities)</p> <p>b. Model language regarding cultural criteria incorporated in additional funding notices where applicable and appropriate</p>

			<p>The Regional Planning Grant NOFA also furthers the purposes of Title VI of the Civil Rights Act, Section 504 of the Rehabilitation Act of 1973, and the Fair Housing Act by intentionally including “underserved populations” as a targeted population and program goal. The NOFA has defined “underserved populations” as groups of individuals who fall within one or more of the categories protected under the Fair Housing Act, including members of an immigrant population (especially racial and ethnic minorities who are non-English speaking or have limited English proficiency).</p> <p>Many of HUD’s other NOFAs also include language regarding limited English proficiency. HUD’s 2010 SuperNOFA General Section states: “Executive Order 13166, ‘Improving Access to Services for Persons with Limited English Proficiency (LEP).’ Executive Order 13166 seeks to improve access to federally assisted programs and activities for individuals who, as a result of national origin, are limited in their English proficiency. Applicants obtaining federal financial assistance from HUD shall take reasonable steps to ensure meaningful access to their programs and activities to LEP individuals. As an aid to recipients, HUD published Final Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons (LEP Guidance) in the Federal Register on January 22, 2007 (72 FR 2732). For assistance and information regarding LEP obligations, go to <a href="http://www.hud.gov/offices/fheo/promotingfh/lep.cfm">http://www.hud.gov/offices/fheo/promotingfh/lep.cfm</a>.”</p>	
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**Objective 1.4: Partner with Asian American Native Hawaiian Pacific Islanders Serving Institutions (AANHPIs).**

Strategic Activity	Timeframe	Driver / Contact Info	Progress to Date	Performance Outcomes
1. Identify opportunities for agency to partner with AANHPIs.	Year 1	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	<p>HUD recently approved the National Coalition of Asian Pacific American Community Development (National CAPACD) as a national intermediary organization to support its efforts in creating and sustaining wealth within the AAPI community. National CAPACD currently works with a network of 12 sub-agencies nationwide and is seeking to add additional sub-agencies to its current national partnership network that specialize in serving the AAPI population.</p> <p>HUD's FHEO is collaborating with National CAPACD on a college and university outreach initiative to implement the Asian American and Pacific Islander Serving Institutions (AAPISI) program.</p> <p>Since 2000, HUD has run the Alaska Native/Native Hawaiian Institutions Assisting Communities (AN/NHIAC) Program. Examples of AN/NHIAC initiatives include the creation of job training programs; micro-business enterprises; community resource centers; health and wellness programs; and tutoring, mentoring and after-school programs.</p>	<p>a. Opportunities identified</p> <p>b. Outreach plan created</p> <p>c. Outreach plan underway</p> <p>d. Additional partnerships formed and documented</p>

			<p>HUD partners directly with the Department of Hawaiian Home Lands (DHHL) as a Native Hawaiian Housing Block Grant (NHHBG) program grant recipient to assist Native Hawaiian families eligible to reside on Hawaiian home lands. DHHL provides NHHBG sub-recipient grants to entities that could be considered indirect partners with HUD in providing assistance to Native Hawaiian families. HUD has also partnered indirectly with the Council for Native Hawaiian Advancement to deliver NHHBG training in Hawaii through a contract with Consumer Marketing Insights, Inc.</p> <p>In 2009 and 2010, senior HUD staff met with AAPI organization partners, including:</p> <ul style="list-style-type: none"><li>• Community Planning and Development (CPD) Assistant Secretary met with the board and leadership of the National Coalition for Asian Pacific American Community Development (CAPACD) in May 2010. The 32 participants discussed the Consolidated Plan, including strengthening the planning process and program outcomes, assuring linguistically accessible programs and engagement of AAPI communities in the planning process, and realizing the economic potential of immigrant enterprise and small businesses in ethnic communities.</li><li>• In October 2009, CPD Assistant Secretary Márquez also met with leading AAPI organizations in the San Francisco Bay Area during a trip to the Field Office. Organizations present included: Asian Neighborhood Design, Chinatown Community Development Center, East Bay Asian Local Development Corporation, Filipino American Development Corporation, Little Tokyo Service Center, and National CAPACD.</li><li>• On September 28, 2010, Assistant Secretary John Trasviña met with the National CAPACD Board to discuss the intersection of fair housing requirements with community development activities.</li></ul>	
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## GOAL 2: Increase the number of AAPIs with access to linguistically appropriate resources.

**Objective 2.1: Increase the number of programs that provide linguistically appropriate resources to the AAPI community.**

Strategic Activity	Timeframe	Driver / Contact Info	Progress to Date	Performance Outcomes
1. Identify agency materials that reach an AAPI audience and monitor to ensure that materials are culturally and linguistically appropriate.	Years 1-2	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	<p>HUD has translated over 100 vital documents into 16 different languages, including Khmer (official language of Cambodia), Chinese, Korean, Tagalog, and Vietnamese. HUD Open Government Plan includes a language line that provides translation into over 100 languages.</p> <p>Under the Limited English Proficiency Initiative Appropriation, in Fiscal Year 2011, the FHEO plans to continue its efforts to translate HUD vital documents into South Asian languages (Hindi) and South East Asian languages (Burmese and Indonesian). This would increase the number of Asian languages translated to 14.</p> <p>Title VI and its regulations, including HUD’s Title VI implementing regulations at 24 CFR part 1, require all recipients of federal financial assistance to take reasonable steps to ensure meaningful access to limited English-proficient (LEP) persons, including AAPI members. Pursuant to section 2 of Executive Order 13166, federal agencies, including HUD, must ensure meaningful access to LEP persons consistent with the standards set forth in the Department of Justice’s LEP policy guidance at 65 FR 50123, which are reflected in HUD’s LEP Guidance at 72 FR 2732.</p> <p>Under the Making Home Affordable Program (MHA), resources have been committed to translate materials into Chinese, Korean and Vietnamese. In addition, the Department’s toll free number at 1-800-569-4287 and a web list of housing counseling agencies offer services in multiple languages aimed to serve the AAPI community. These include Vietnamese, Hmong, Cambodian, Cantonese, Chinese Mandarin, Indonesian, Korean and Hindi.</p> <p>Starting in Fiscal Year 2011, the Department plans to open the language translation phone line to all HUD staff 7 days a week, 24 hours a day and to have the capacity to assist in three-way conversation in over 150 languages.</p> <p>In October, 2009, post H1N1 influenza outbreak, HUD partnered with HHS to develop community mitigation guidance for delivery to unique communities, including: hard-to-reach communities, communities where tenants were predominately Limited English Proficient (LEP), and AAPI communities. In Spring 2010, following the floods in Tennessee, HUD joined with FEMA and met with community stakeholders and leaders to address cultural-specific needs, including AAPI areas.</p>	a. Key HUD documents translated into appropriate AAPI languages and distributed to AAPI communities

### GOAL 3: Foster the recruitment, career development and advancement of AAPIs in the Federal Government.

#### **Objective 3.1: Increase AAPI applicants to the federal government workforce.**

Strategic Activity	Timeframe	Driver / Contact Info	Progress to Date	Performance Outcomes
1. Develop plan to increase applicant flow and pools for entry-level and mission critical positions.	Years 1-2	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	Developing recruitment activities.	a. Recruitment activities developed in coordination with the Office of Personnel Management and its Federal Equal Opportunity Recruitment Program (FEORP)
2. Participate in national/regional job fairs designed to recruit AAPI candidates.	Years 1-2	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	Collecting information on job fairs.	a. Job fairs identified and attended

#### **Objective 3.2: Increase the awareness of AAPIs about and applications from AAPI's to innovative internship, fellowship and work-study programs.**

Strategic Activity	Timeframe	Driver / Contact Info	Progress to Date	Performance Outcomes
1. Develop plan to increase the awareness of AAPIs about and applications from AAPI's to innovative internship, fellowship and work-study programs.	Years 1-2	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	HUD successfully recruited seven AAPI Presidential Management Fellows and twelve AAPI Federal Career Interns in 2009.	a. Participation rate of AAPIs in departmental internship, fellowship and work-study programs for fiscal year 2010 evaluated and monitored in years 2011/2012 for increases  b. AAPI recruitment for the Presidential Management Fellow class of 2010 evaluated and monitored in years 2011/2012 for increases

2. Partner with AAPI Minority Serving Institutions, as well as AAPI national and community-based groups to support summer internship programs.	Years 1-2	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	<p>During the summer of 2010, FHEO worked with OCA and CAPAL to support their summer internship programs.</p> <p>In progress: Establish partnership with AAPI minority serving institutions and recruit students to participate in the STEP/SCEP Summer Hire program beginning the third quarter of fiscal year 2011 and continuing this process in fiscal year 2012 through the Student Employment Coordinator.</p>	<p>a. List of AAPI community groups created</p> <p>b. Outreach plan developed</p> <p>c. Additional partnerships generated</p>

**Objective 3.3: Increase recruitment and leadership opportunities for AAPIs.**

Strategic Activity	Timeframe	Driver/Contact Info	Progress to Date	Performance Outcomes
1. Increase leadership activities for AAPIs.	Years 1-2	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	The Office of Department Equal Employment Opportunity (ODEEO) has the responsibility of coordinating and sponsoring “Special Emphasis Programs,” that raise awareness, provide leadership opportunities, and encourages the promotion of equal employment opportunity and an all-inclusive work environment at both Headquarters and in the Field. The Federal government has selected seven specific groups to promote and educate employees about with regards to their history and culture. The Asian American and Pacific Islander Heritage Month observance is held in May. Throughout May employees have the opportunity to plan and participate in several programs which attract cooperation from outside groups like the Federal Asian Pacific American Council (FAPAC). Working with groups like FAPAC allows employees to network with their peers outside of HUD and helps expand their knowledge base of leaders in the community.	<p>a. Leadership and skills development opportunities identified or created</p> <p>b. Agency-wide mentoring program implemented</p>

**Objective 3.4: Strengthen diversity and affirmative employment measures.**

Strategic Activity	Timeframe	Driver / Contact Info	Progress to Date	Performance Outcomes
1. Hold management accountable for	Years 1-2	Pam Walsh (202)708-1145	The Office of Department Equal Employment Opportunity (ODEEO) has developed an EEO element regarding diversity and affirmative employment that is currently in the approval process.	a. Strong policy commitment and direction from top leadership team attained

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diversifying the workforce.		Ext. 7017 Pamela.D.Walsh @hud.gov	This EEO element will be mandatory for all supervisors and managers in FY 2011.	b. EEO element regarding diversity incorporated into performance plans for all supervisors and managers
2. Diversify the workforce.	Years 1-2	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh @hud.gov	<p>As of FY 2010, HUD employed 449 Asian Americans and Pacific Islanders, comprising 4.8 percent of HUD's workforce.</p> <p>HUD's policy is to celebrate the diversity of its employees by nurturing a workforce that not only welcomes but embraces diversity and respects the individual as well as promoting personal achievement by offering opportunities and encouragement for each and every employee to reach their full potential. HUD not only desires, but requires, the unique differences, and similarities, every employee brings to the workplace to accomplish its mission.</p> <p>Secretary Shaun Donovan announced his intention to establish a HUD Diversity Council in June 2009, and in August 2009, Deputy Secretary Sims hosted the initial meeting of the newly established HUD Diversity Council.</p> <p>The Secretary has commissioned the Council to:</p> <ul style="list-style-type: none"> <li>• Serve as the primary vehicle for a new "One HUD" approach to diversity</li> <li>• Provide leadership and guidance in the development and implementation of HUD's diversity plan</li> <li>• Establish integrated efforts to bring HUD into compliance with the MD-715</li> <li>• Ensure coordination and accountability in HUD's efforts to continue to attract and retain a diverse pool of talented employees</li> </ul>	<p>a. Strategy to promote inclusive work environment that furthers HUD's vision for diversity completed and underway</p> <p>b. Specific goals to achieve HUD's diversity vision identified</p> <p>c. Organizational assessment conducted, using multiple measures, providing baseline research to assist HUD in better understanding the organizational climate, and to be used to further strategic diversity management goals</p> <p>d. Policy recommendations provided to the Secretary and Senior Staff as well as an annual report documenting the progress of strategic planning efforts</p>
3. Enforce anti-discrimination and equal opportunity laws.	Years 1-2	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh @hud.gov	An annual EEO policy statement is issued by HUD each year and has been distributed to all employees and supervisors. The agency also provides EEO training throughout the year to all of its personnel.	<p>a. Management's track record of complaints from an EEO perspective required</p> <p>b. Complaints filed by federal employees monitored and analyzed</p> <p>c. Federal sector reports produced by the OPM, EEOC and the MSPB for general trends and patterns in the federal workforce monitor and analyzed</p>

## GOAL 4: Improve federal civil rights protections for the AAPI community.

**Objective 4.1:** Rigorously enforce civil rights statutes/laws that require equal access and non-discrimination in federal programs that involve grants, loans, contracts, financial aid and other benefits.

Strategic Activity	Timeframe	Driver / Contact Info	Progress to Date	Performance Outcomes
1. Evaluate trends and patterns of compliance and enforcement activity, e.g., fair housing, contract compliance, environmental justice, etc., for AAPI population and subpopulations.	Year 1	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	<p>In Los Angeles, CA, on May 26, 2010, Assistant Secretary John Trasviña and John Fukuda, Chairman, the Asian Real Estate Association of America (AREAA), signed a Memorandum of Understanding (MOU). Through this MOU, FHEO and AREAA agreed to promote fair housing and to emphasize the importance of fair housing in real estate transactions in the AAPI community.</p> <p>Since the late 1970s, HUD’s Office of Policy Development and Research (PD&amp;R) has conducted nationally representative testing of rental and sales agents for discrimination against African-Americans, Hispanic Americans, and Asian Americans. In 2000 and 2001, HUD conducted 889 tests that paired white home seekers with Asian American or Pacific Islander (AAPI) home seekers in 11 major metropolitan areas. In general, HUD found levels of disparate treatment of AAPIs that are comparable to those of blacks and Hispanics.</p> <p>HUD plans to conduct another decennial housing discrimination study (HDS) 2010. HDS 2010 will be similar to HDS 2000 where PD&amp;R will conduct testing of rental and sales agents for discrimination against African-Americans, Hispanic Americans, and Asian Americans. HDS 2010 will use trained AAPI testers to test for housing discrimination faced by the AAPI communities.</p>	<p>a. Assessment completed</p> <p>b. Report generated</p>
2. Conduct expanded outreach with and develop partnerships with AA/NHPI community serving organizations to publicize enforcement process and programs.	Year 1	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	<p>During May 2010, FHEO conducted three meetings with AAPI organizations and advocates located in the cities of Washington, DC, Los Angeles, CA, and Las Vegas, NV. At each listening meeting, the participants raised fair housing and other housing concerns with Assistant Secretary Trasviña. Some of the issues raised include the lack of access to HUD services, programs, and activities because of limited English proficiency, the difficulties that AAPIs face during the loan modification process, lack of information on how to obtain housing through public housing, vouchers, and assisted housing.</p> <p>In Los Angeles, CA, on May 26, 2010, Assistant Secretary John Trasviña and John Fukuda, Chairman, the Asian Real Estate Association of America (AREAA), signed a Memorandum of</p>	<p>a. Outreach plan developed</p> <p>b. List of partnerships generated</p> <p>c. Materials describing compliance requirements and complaint filing process created, translated and disseminated</p>



			<p>Understanding (MOU). Through this MOU, FHEO and AREAA agreed to promote fair housing and to emphasize the importance of fair housing in real estate transactions in the AAPI community.</p> <p>The Public Housing and the Housing Choice Voucher programs in Hawaii, Guam and the Commonwealth of the Northern Mariana Islands serve primarily AAPI populations. All of HUD’s partner Public Housing Authorities assist AAPIs in housing, family self-sufficiency, homeownership, education, supportive services and language assistance services.</p> <p>FHEO continues its partnership with Korean Churches for Community Development (KCCD) with Assistant Secretary John Trasviña’s participation at KCCD’s 9<sup>th</sup> Homeownership Preservation and Foreclosure Fair, on October 10, 2010, at the United Samoan Congregational Christian Church in Carson, CA.</p>	
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**GOAL 5: Improve the data collected on AAPIs in each program.**

**Objective 5.1: Disaggregate Native Hawaiian, Pacific Islander, and Asian American data by the end of 2011.**

Strategic Activity	Timeframe	Driver / Contact Info	Progress to Date	Performance Outcomes
1. Comply with OMB Directive 15.	Year 1	Pam Walsh (202)708-1145 Ext. 7017 Pamela.D.Walsh@hud.gov	<p>HUD has updated statistics, disaggregated by the categories laid out in OMB Directive 15, for all major programs, including: home ownership, tenant based rental assistance, and public housing</p> <p>See especially 24CFR part 121, which enables the Secretary of HUD to carry out responsibilities of the Fair Housing Act related to collection of applicant and beneficiary data.</p>	a. All programs in compliance with the directive